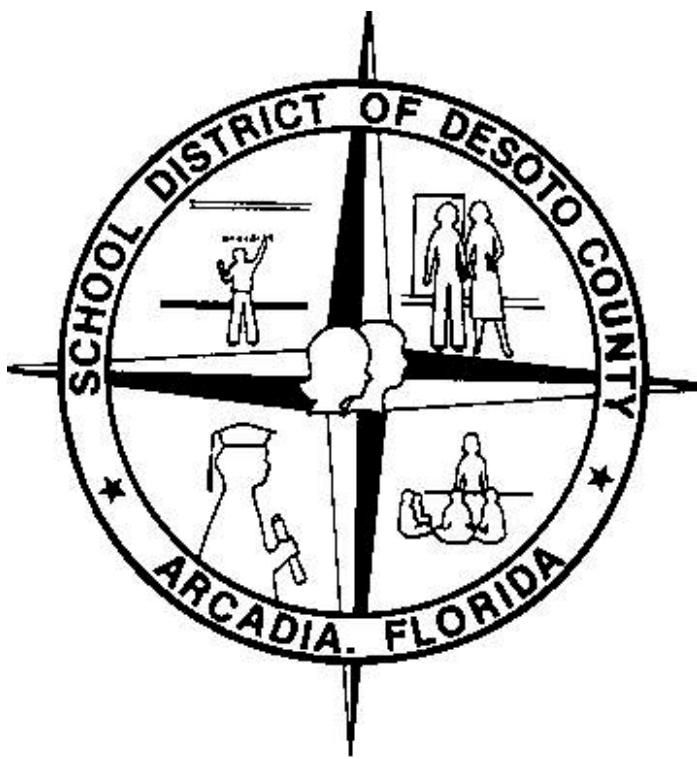


School District of DeSoto  
School Board Action  
**April 23, 2019**  
**APPROVED**

## School District of DeSoto County

### Employee Compensation Plan 2018-2019



*Adrian H. Cline, Superintendent*

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# **SCHOOL DISTRICT OF DESOTO COUNTY**

## **INSTRUCTIONAL EMPLOYEE COMPENSATION PLAN**

### **GENERAL PROVISIONS**

#### **Section 1      Other Post-Employment Benefits**

If the retiree is ineligible for Medicare, the School Board will pay, upon retirement, one (1) year of the retiree's individual medical premium, or one half (1/2) year of the retiree's family rate. The Board will pay one (1) year of the Medicare Part B cost for retirees who are eligible for Medicare. To be eligible for this incentive, an employee must have a **minimum** of 20 years of continuous employment with the DeSoto County School Board.

#### **Section 2      Educational Supplements**

##### **Instructional Staff hired before July 1, 2011:**

All degrees must be earned at a college or university accredited by an organization recognized for that purpose by the Florida Department of Education.

Eligibility for the advanced degree supplement will be determined by the Human Resources Director in consultation with the district Certification Specialist.

The School District of DeSoto County encourages its teachers to make continuous improvements in their content area knowledge, in the pedagogy of the teaching profession, and the pursuit of leadership training by offering a salary supplement for an advanced degree (Master's, Specialist's, or Doctorate) that meets at least one of the following criteria:

- a) The advanced degree is in the same subject area as the one shown on the teacher's Florida Temporary or Professional Educator's Certificate;
- b) The advanced degree is in the same subject area as the teacher's current teaching assignment;
- c) The advanced degree is in a subject area which has been added to the teacher's Florida Temporary or Professional Educator's Certificate;
- d) The advanced degree is in a pedagogical area (ex: MA in Teaching; PhD in Education; EdD in Curriculum)
- e) The advanced degree results in the teacher being certified in Florida as a school-level or district-level administrator (MS in Educational Leadership; EdD in Administration and Supervision, etc.)

## **Section 2      Educational Supplements Continued**

All advanced degrees which conform to at least one of the criteria will qualify for the current supplement. Degrees earned after December 31, 2007, which do not conform to at least one of the criteria, will not qualify for any supplement. Employees who currently hold non-qualifying degrees and are receiving a supplement for those degrees will continue to receive their prior supplement of \$2559 without any future increases. Employees who have earned more than one qualifying degree are entitled to receive only one advanced degree supplement.

• Master's Degree	\$3200
• Specialist's Degree	\$3358
• Doctorate's Degree	\$4961

### **Instructional Staff hired on or after July 1, 2011:**

All degrees must be earned at a college or university accredited by an organization recognized for that purpose by the Florida Department of Education.

The School District of DeSoto County encourages its teachers to make continuous improvements in their content area knowledge, in the pedagogy of the teaching profession, and in the pursuit of leadership training. However, in 2011, The Florida Legislature has placed severe restrictions on the payment of salary supplements for advanced degrees. Senate Bill 736 now only allows a salary supplement if the advanced degree is "in the teacher's area(s) of certification." Consequently, the School District of DeSoto County will offer a yearly salary supplement for an advanced degree:

- a) That is in the same subject area as one already shown on the teacher's current Florida Temporary or Professional Educator's Certificate; or
- b) That is in a subject area which has been added to the teacher's Florida Temporary or Professional Educator's Certificate as a result of earning the advanced degree; or
- c) That is in a college/university program directly related to the subject area shown on the teacher's Florida Temporary or Professional Educator's Certificate. (Ex: A teacher certified in Biology 6-12 earns a master's degree in Entomology, Anatomy, and Physiology, Genetics, etc. A teacher certified in Middle Grades Integrated Curriculum earns a master's degree in one of the 4 core subject areas (science, math, English, or social science) covered by that certification. A teacher certified in Elementary Education K-6 earns a master's degree in Literacy, English, Math, a Social Science, or Science.)

## **Section 2 Educational Supplements Continued**

## Administrative Staff

All degrees must be earned at a college or university accredited by an organization recognized for that purpose by the Florida Department of Education.

- Master's Degree \$3200
- Specialist's Degree \$3358
- Doctorate's Degree \$4961

## Support Staff

- Food Service Workers who meet the School Nutrition Associate training requirements prior to the opening of the pre-school period. \$250
- Employees with an AA/AS Degree or 60 or more college credit hours (unless required by position) \$960
- Paraprofessionals serving as Teacher Assistants (required to have an AA/AS degree or a passing Parapro Test score) shall not be eligible for any degree supplement since their individual pay lane provides extra compensation. Teacher Assistants already receiving the degree supplement shall continue to receive it. They will be grandfathered in.
- Support Staff who have BA/BS degree or higher (unless it is required for their position). \$1721

## **Section 3      Credit for Experience**

### **Instructional Staff**

Instructional applicants may be credited with up to fifteen (15) years of verifiable teaching experience in a public elementary or secondary school. Credit for experience teaching in a private school will be accepted if that school is accredited by one of the following associations:

- Southern Association of Colleges and Schools
- Middle States Association of Colleges and Schools
- New England Association of Colleges and Schools
- North Central Association of Colleges and Schools
- Western Association of Colleges and Schools

### **Administrative Staff**

Administrative applicants may be credited with up to fifteen (15) years of verifiable experience.

- Up to five (5) years of verifiable teaching experience may be counted for all administrative positions.
- More than five (5) years of teaching experience may be counted if the additional experience is in the DeSoto County School District. The Superintendent of Schools shall evaluate the applicant's experience and recommend appropriate salary placement.
- Up to fifteen (15) years of verifiable administrative experience earned outside of the DeSoto County School District will be accepted toward salary placement.

### **Support Staff**

Support Staff applicants may be credited with up to seven (7) years of verified full-time experience in a related field. Paraprofessionals/Teacher Assistants transferring to a teaching position may be credited up to seven (7) years verified in district classroom experience.

### **All Staff**

Employees transferring within the district may be credited with all of their DeSoto County School District experience, if it is in a directly related field.

Retired district personnel who are re-employed for the 2018-2019 school year and thereafter shall be credited with up to 7 years of full-time (for support staff) or 15 years (for instructional and administrative staff) of previous full-time experience. Retired personnel who have been re-employed during the years when zero years of experience was awarded (2009-10 thru 2017-18) shall also be credited with up to 7 years (for support staff) or 15 years (for instructional and administrative staff) of experience earned prior to retirement.

Employees will be paid on Step 0 until all written requests for verification of experience have been received by the Human Resources Department. The employee's salary will then be adjusted to reflect experience, and credit for experience will be paid retroactively to the employee's start date. Employees have up to ninety (90) days to furnish verified experience for the current year. Verifications received after ninety (90) days will not be credited until the following school year.

The Superintendent of Schools may make other specific recommendations for employee compensation to the School Board.

#### **Section 4      Stipends:**

Before stipends are awarded to individuals, the following procedures must be followed:

- All stipends must have the School Board's prior approval.
- Stipends awarded to district employees require a Board-approved list which includes: Employee Name, Gross Amount and Account Code.
- PAF is required if the Stipend being awarded is for one individual.
- Are not eligible for retirement.
- New Teacher Orientation \$100 per day. (Article 16 of the Teacher Contract)

#### **Section 5      Compensation for Employees:**

##### **Performance Pay Salary Schedule**

Instructional employees hired after July 1, 2014, instructional employees on annual contracts and instructional employees who choose to move to this scale will be paid salary increases based on their total employee evaluation. Employees on the Performance Pay Salary Schedule shall receive the following for the 2017-2018 school year.

Highly Effective	\$1.00
Effective	\$0.60

##### **Grandfathered (Non-Performance Pay) Salary Schedule**

All instructional employees on Professional Services Contracts and Continuing Contracts will continue to be on the Grandfathered Salary Schedule, unless they choose to move to the Performance Pay Salary Schedule. Once the Instructional employees move from this plan, they may not return to it.

## **Section 6 School Demographics & Level of Job Performance Difficulties:**

Teachers who complete one year of teaching in DeSoto County School District, teaching in an ESE Self-Contained classroom will receive a year-end bonus of \$200 due to certification requirements for this area.

## **Section 7 Critical Shortage Areas:**

DeSoto County School District designates the following as critical shortage areas:

- Speech Pathologist
- Deaf Interpreter Teacher
- Reading w/K-12 Certification
- Secondary Science
- Secondary Mathematics

In the areas listed above, the district will pay a one-time \$1000 "sign up bonus" for newly hired qualified teachers that complete one year of teaching in DeSoto County School District.

Any certified teacher currently employed in the DeSoto County School District who earns a certification in a shortage area and accepts a teaching assignment in that area will also be eligible for the one-time \$1000 "sign up bonus" upon completion of one year of teaching that subject.

Teachers who earn and add reading endorsement to their valid teaching certificates will receive a one-time bonus of \$500 after completing one year of teaching in the DeSoto County School District.

## **Section 8 Failing Schools Incentive:**

Instructional personnel who are assigned full time to a failing school will receive a \$1.00 supplement for 2017-2018 school year, pursuant to section 1012.22(1)(5)(c)(ii), *Florida Statutes*.

## **Section 9 Support Staff Training Program:**

Support Staff at all levels impact the ability of the District to provide the optimum opportunities for all students to learn. The Support Staff Training Program provides incentives for all full-time district support staff employees to gain knowledge and skills that will enable them to do their job effectively and efficiently. Participants who complete a program of 30 hours or training directly related to their job assignment within a three (3) year period will receive \$200 per year for a maximum of three (3) years. The incentive will be extended for additional years, in three (3) year increments, provided the participant continues to meet the thirty (30) hour requirement.

Hours of participation are converted to points. Points earned in one three (3) year period may not be extended to another three (3) year period. In order for points to be awarded the following must be met:

- Approved by Supervisor and Instructional Services.
- The session must provide training in skills and knowledge pertinent to job performance.
- The session may occur during or outside of the duty day.
- Submission of points must be done within ten (10) working days of the session.

## **COMPENSATION PLAN**

### **Section 1      1819 Salary Increase:**

#### **Instructional Staff**

1. Starting Salary raised to \$40,000
2. "Leapfrogging" addressed by Salary Adjustments to eligible employees equivalent to 2 years of experience capped at \$1500. Most not all inequities eliminated.
3. Salary adjustment of \$500 added to each experience level above Level 2 on the compensation guide.
4. Adjustments made retroactive to July 1<sup>st</sup>.

#### **Administrative Staff**

1. All eligible administrators move 1 step.
2. All others not eligible for 1 step increase to receive one time \$500 lump sum bonus.
3. All adjustments made retroactive to July 1<sup>st</sup>.

#### **Support Staff**

1. All employees moved to current step; "leapfrogging" eliminated.
2. Raise of \$0.25 per hour across the board.
3. All adjustments made effective at mid-year.
- 4.

On the following pages are the new Compensation Plans. Support Staff were given their pay increase starting on the dates as follows:

Calendar	Begin Date of Increase
----------	------------------------

B	12/31/2018
C	01/04/2019
D	01/04/2019
E	01/11/2019
G	01/07/2019
H	01/09/2019
K	01/09/2019
S	12/27/2018
T	01/09/2019

**NOTE:** Pays before the dates listed above are the same as the 1718 Compensation Plan. Retro pays from the dates above are being paid starting with the 03/08/2019 Pay Day through the end of the year.

**COMPENSATION PLAN Continued****A) INSTRUCTIONAL STAFF****Section 2      Instructional Grandfathered Salary Schedule**

STEP	TEACHER 10 M/ 196 DAYS	TEACHER 10.5 M/ 207 DAYS	TEACHER 11 M/ 225 DAYS	TEACHER 12 M/ 250 DAYS
0	\$40,000	\$42,245	\$45,918	\$51,020
1	\$40,250	\$42,509	\$46,205	\$51,339
2	\$41,000	\$43,301	\$47,066	\$52,296
3	\$41,750	\$44,093	\$47,927	\$53,253
4	\$42,500	\$44,885	\$48,788	\$54,209
5	\$43,250	\$45,677	\$49,649	\$55,166
6	\$44,000	\$46,469	\$50,510	\$56,122
7	\$44,750	\$47,261	\$51,371	\$57,079
8	\$45,500	\$48,054	\$52,232	\$58,036
9	\$46,250	\$48,846	\$53,093	\$58,992
10	\$47,000	\$49,638	\$53,954	\$59,949
11	\$47,750	\$50,430	\$54,815	\$60,906
12	\$48,500	\$51,222	\$55,676	\$61,862
13	\$49,250	\$52,014	\$56,537	\$62,819
14	\$50,000	\$52,806	\$57,398	\$63,776
15	\$50,750	\$53,598	\$58,259	\$64,732
16	\$51,500	\$54,390	\$59,120	\$65,689
17	\$52,250	\$55,182	\$59,981	\$66,645
18	\$53,000	\$55,974	\$60,842	\$67,602
19	\$53,750	\$56,767	\$61,703	\$68,559
20	\$54,500	\$57,559	\$62,564	\$69,515
21	\$55,250	\$58,351	\$63,425	\$70,472
22	\$56,000	\$59,143	\$64,286	\$71,429
23	\$56,750	\$59,935	\$65,147	\$72,385
24	\$57,500	\$60,727	\$66,008	\$73,342
25	\$58,250	\$61,519	\$66,869	\$74,298
26	\$59,000	\$62,311	\$67,730	\$75,255
27	\$59,750	\$63,103	\$68,591	\$76,212
28	\$60,500	\$63,895	\$69,452	\$77,168
29	\$61,250	\$64,688	\$70,313	\$78,125
30	\$62,000	\$65,480	\$71,173	\$79,082
LANE	TCH E	TCH D	TCH S	TCH B

**Section 3      Initial Instructional Salary Placement based on Experience**

<b>YRS OF EXP</b>	<b>TEACHER 10 M/ 196 DAYS</b>	<b>TEACHER 10.5 M/ 207 DAYS</b>	<b>TEACHER 11 M/ 225 DAYS</b>	<b>TEACHER 12 M/ 250 DAYS</b>
0	\$40,000	\$42,245	\$45,918	\$51,020
1	\$40,000	\$42,245	\$45,918	\$51,020
2	\$40,000	\$42,245	\$45,918	\$51,020
3	\$40,250	\$42,509	\$46,205	\$51,339
4	\$41,000	\$43,301	\$47,066	\$52,296
5	\$41,750	\$44,093	\$47,927	\$53,253
6	\$42,500	\$44,885	\$48,788	\$54,209
7	\$43,250	\$45,667	\$49,649	\$55,166
8	\$44,000	\$46,469	\$50,510	\$56,122
9	\$44,750	\$47,261	\$51,371	\$57,079
10	\$45,500	\$48,054	\$52,232	\$58,036
11	\$46,250	\$48,846	\$53,093	\$58,992
12	\$47,000	\$49,638	\$53,954	\$59,949
13	\$47,750	\$50,430	\$54,815	\$60,906
14	\$48,500	\$51,222	\$55,676	\$61,862
15	\$49,250	\$52,014	\$56,537	\$62,816
<b>LANE</b>	<b>TCH E</b>	<b>TCH D</b>	<b>TCH S</b>	<b>TCH B</b>

An individual's initial placement will be determined by the number of years of experience credited to that individual upon hiring.

This Salary Schedule will be used at the time of initial hiring to determine base salary for individuals hired after July 1, 2014.

**SPEECH/LANGUAGE**

<b>YRS OF EXP</b>	<b>SPEECH/LANG PSYCH (SLA) 10M 196 DAYS</b>	<b>SPEECH/LANG PATH (SLP) 10M 196 DAYS</b>	<b>SPEECH/LANG PATH (SLP-CCC) 10M 196 DAYS</b>	<b>SPEECH/ LANG PATH ASST 10M 196 DAYS</b>
0	\$40,000	\$42,500	\$45,000	\$37,000
1	\$40,000	\$42,500	\$45,000	\$37,000
2	\$40,000	\$42,500	\$45,000	\$37,000
3	\$40,250	\$42,750	\$45,250	\$37,200
4	\$41,000	\$43,500	\$46,000	\$38,000
5	\$41,750	\$44,250	\$46,750	\$38,750
6	\$42,500	\$45,000	\$47,500	\$39,500
7	\$43,250	\$45,750	\$48,250	\$40,250
8	\$44,000	\$46,500	\$49,000	\$41,000
9	\$44,750	\$47,250	\$49,750	\$41,750
10	\$45,500	\$48,000	\$50,500	\$42,500
11	\$46,250	\$48,750	\$51,250	\$43,250
12	\$47,000	\$49,500	\$52,000	\$44,000
13	\$47,750	\$50,250	\$52,750	\$44,750
14	\$48,500	\$51,000	\$53,500	\$45,500
15	\$49,250	\$51,750	\$54,250	\$46,250
<b>LANE</b>	<b>SLP-1</b>	<b>SLP-2</b>	<b>SLP-3</b>	<b>SLPA</b>

An individual's initial placement will be determined by the number of years of experience credited to that individual upon hiring.

This Salary Schedule will be used at the time of initial hiring to determine base salary for individuals hired after July 1, 2014.

**B) ADMINISTRATIVE**

**ADMINISTRATIVE STAFF SALARY SCHEDULE**

STEP	Principal High 12 M 250 Days	Principal Middle 12 M 250 Days	Director/ Principal Elem 12 M 250 Days	Associate Director 11 M 225 Days	Associate Director/ Assistant Principal 12 M 250 Days	Assistant Principal 11 M 225 Days	Dean 11 M 225 Days	Director 11M 225 Days
0	\$71,500	\$66,500	\$61,500	\$51,000	\$56,500	\$51,000	\$46,500	\$54,500
1	\$72,500	\$67,500	\$62,500	\$51,900	\$57,500	\$51,900	\$47,220	\$55,500
2	\$73,500	\$68,500	\$63,500	\$52,800	\$58,500	\$52,800	\$47,940	\$56,500
3	\$74,500	\$69,500	\$64,500	\$53,700	\$59,500	\$53,700	\$48,660	\$57,500
4	\$75,500	\$70,500	\$65,500	\$54,600	\$60,500	\$54,600	\$49,380	\$58,500
5	\$76,500	\$71,500	\$66,500	\$55,500	\$61,500	\$55,500	\$50,100	\$59,500
6	\$77,500	\$72,500	\$67,500	\$56,400	\$62,500	\$56,400	\$50,820	\$60,500
7	\$78,500	\$73,500	\$68,500	\$57,300	\$63,500	\$57,300	\$51,540	\$61,500
8	\$79,500	\$74,500	\$69,500	\$58,200	\$64,500	\$58,200	\$52,260	\$62,500
9	\$80,500	\$75,500	\$70,500	\$59,100	\$65,500	\$59,100	\$52,980	\$63,500
10	\$81,500	\$76,500	\$71,500	\$60,000	\$66,500	\$60,000	\$53,700	\$64,500
11	\$82,500	\$77,500	\$72,500	\$60,900	\$67,500	\$60,900	\$54,420	\$65,500
12	\$83,500	\$78,500	\$73,500	\$61,800	\$68,500	\$61,800	\$55,140	\$66,500
13	\$84,500	\$79,500	\$74,500	\$62,700	\$69,500	\$62,700	\$55,860	\$67,500
14	\$85,500	\$80,500	\$75,500	\$63,600	\$70,500	\$63,600	\$56,580	\$68,500
15	\$91,500	\$86,500	\$81,500	\$69,000	\$76,500	\$69,000	\$60,900	\$74,500
16	\$92,500	\$87,500	\$82,500	\$69,900	\$77,500	\$69,900	\$61,620	\$75,500
17	\$93,500	\$88,500	\$83,500	\$70,800	\$78,500	\$70,800	\$62,340	\$76,500
18	\$94,500	\$89,500	\$84,500	\$71,700	\$79,500	\$71,700	\$63,060	\$77,500
19	\$95,500	\$90,500	\$85,500	\$72,600	\$80,500	\$72,600	\$63,780	\$78,500
20	\$96,500	\$91,500	\$86,500	\$73,500	\$81,500	\$73,500	\$64,500	\$79,500
21	\$97,500	\$92,500	\$87,500	\$74,400	\$82,500	\$74,400	\$65,220	\$80,500
22	\$98,500	\$93,500	\$88,500	\$75,300	\$83,500	\$75,300	\$65,940	\$81,500
23	\$99,500	\$94,500	\$89,500	\$76,200	\$84,500	\$76,200	\$66,660	\$82,500
24	\$100,500	\$95,500	\$90,500	\$77,100	\$85,500	\$77,100	\$67,380	\$83,500
25	\$101,500	\$96,500	\$91,500	\$78,000	\$86,500	\$78,000	\$68,100	\$84,500
26	\$102,500	\$97,500	\$92,500	\$78,900	\$87,500	\$78,900	\$68,820	\$85,500
27	\$103,500	\$98,500	\$93,500	\$79,800	\$88,500	\$79,800	\$69,540	\$86,500
28	\$104,500	\$99,500	\$94,500	\$80,700	\$89,500	\$80,700	\$70,260	\$87,500
29	\$105,500	\$100,500	\$95,500	\$81,600	\$90,500	\$81,600	\$70,980	\$88,500
30	\$106,500	\$101,500	\$96,500	\$82,500	\$91,500	\$82,500	\$71,700	\$89,500

**LANE    ADM-1    ADM-2    ADM-3    ADM-4    ADM-5    ADM-7    ADM-8    ADM-9**

**C) SUPPORT**

<b>STEP</b>	<b>Systems Support Spec 12M 250 Days</b>	<b>Asst Director 11M 225 Days</b>	<b>Asst Director 12M 250 Days</b>	<b>Info Data Tech 11M 225 Days</b>	<b>District Info Data Tech/CRT 11M 225 Days</b>	<b>Info Spec 12M 250 Days</b>
<b>0</b>	\$49,094	\$48,922	\$54,191	\$29,616	\$31,099	\$34,344
<b>1</b>	\$50,038	\$49,822	\$55,191	\$30,095	\$31,603	\$34,919
<b>2</b>	\$50,983	\$50,722	\$56,191	\$30,573	\$32,107	\$35,494
<b>3</b>	\$51,927	\$51,622	\$57,191	\$31,052	\$32,610	\$36,069
<b>4</b>	\$52,872	\$52,522	\$58,191	\$31,530	\$33,114	\$36,644
<b>5</b>	\$53,816	\$53,422	\$59,191	\$32,009	\$33,618	\$37,219
<b>6</b>	\$54,761	\$54,322	\$60,191	\$32,487	\$34,122	\$37,794
<b>7</b>	\$55,705	\$55,222	\$61,191	\$32,966	\$34,625	\$38,369
<b>8</b>	\$56,650	\$56,122	\$62,191	\$33,444	\$35,129	\$38,944
<b>9</b>	\$57,594	\$57,022	\$63,191	\$33,923	\$35,633	\$39,519
<b>10</b>	\$58,538	\$57,922	\$64,191	\$34,401	\$36,136	\$40,094
<b>11</b>	\$59,483	\$58,822	\$65,191	\$34,880	\$36,640	\$40,669
<b>12</b>	\$60,427	\$59,722	\$66,191	\$35,359	\$37,144	\$41,244
<b>13</b>	\$61,372	\$60,622	\$67,191	\$35,837	\$37,648	\$41,819
<b>14</b>	\$62,316	\$61,522	\$68,191	\$36,316	\$38,151	\$42,394
<b>15</b>	\$63,261	\$62,422	\$69,191	\$36,794	\$38,655	\$42,969
<b>16</b>	\$64,205	\$63,322	\$70,191	\$37,273	\$39,159	\$43,544
<b>17</b>	\$65,150	\$64,222	\$71,191	\$37,751	\$39,663	\$44,119
<b>18</b>	\$66,094	\$65,122	\$72,191	\$38,230	\$40,166	\$44,694
<b>19</b>	\$67,038	\$66,022	\$73,191	\$38,708	\$40,670	\$45,269
<b>20</b>	\$67,983	\$66,922	\$74,191	\$39,187	\$41,174	\$45,844
<b>21</b>	\$68,927	\$67,822	\$75,191	\$39,665	\$41,678	\$46,419
<b>22</b>	\$69,872	\$68,722	\$76,191	\$40,144	\$42,181	\$46,994
<b>23</b>	\$70,816	\$69,622	\$77,191	\$40,623	\$42,685	\$47,569
<b>24</b>	\$71,761	\$70,522	\$78,191	\$41,101	\$43,189	\$48,144
<b>25</b>	\$72,705	\$71,422	\$79,191	\$41,580	\$43,692	\$48,719
<b>26</b>	\$73,650	\$72,322	\$80,191	\$42,058	\$44,196	\$49,294
<b>27</b>	\$74,594	\$73,222	\$81,191	\$42,537	\$44,700	\$49,869
<b>28</b>	\$75,538	\$74,122	\$82,191	\$43,015	\$45,204	\$50,444
<b>29</b>	\$76,483	\$75,022	\$83,191	\$43,494	\$45,707	\$51,019
<b>30</b>	\$77,427	\$75,922	\$84,191	\$43,972	\$46,211	\$51,594
<b>LANE</b>	<b>SOA-2</b>	<b>SOA-3</b>	<b>SOA-4</b>	<b>SOA-7</b>	<b>SOA-8</b>	<b>SOA-9</b>

STEP	Info Tech/ CRT 10M 201 Days	IT Network Spec 11M 225 Days	Systems Analyst 11M 225 Days	Systems Analyst 12M 250 Days	Asst Director 10.5M 207 Days
<b>0</b>	\$27,782	\$43,935	\$48,922	\$54,191	\$43,715
<b>1</b>	\$28,232	\$44,760	\$49,822	\$55,191	\$44,519
<b>2</b>	\$28,682	\$45,585	\$50,722	\$56,191	\$45,323
<b>3</b>	\$29,132	\$46,410	\$51,622	\$57,191	\$46,127
<b>4</b>	\$29,582	\$47,235	\$52,522	\$58,191	\$46,931
<b>5</b>	\$30,032	\$48,060	\$53,422	\$59,191	\$47,735
<b>6</b>	\$30,482	\$48,885	\$54,322	\$60,191	\$48,539
<b>7</b>	\$30,932	\$49,710	\$55,222	\$61,191	\$49,343
<b>8</b>	\$31,382	\$50,535	\$56,122	\$62,191	\$50,147
<b>9</b>	\$31,832	\$51,360	\$57,022	\$63,191	\$50,951
<b>10</b>	\$32,282	\$52,185	\$57,922	\$64,191	\$51,755
<b>11</b>	\$32,732	\$53,010	\$58,822	\$65,191	\$52,559
<b>12</b>	\$33,182	\$53,835	\$59,722	\$66,191	\$53,363
<b>13</b>	\$33,632	\$54,660	\$60,622	\$67,191	\$54,167
<b>14</b>	\$34,082	\$55,485	\$61,522	\$68,191	\$54,971
<b>15</b>	\$34,532	\$56,310	\$62,422	\$69,191	\$55,775
<b>16</b>	\$34,982	\$57,135	\$63,322	\$70,191	\$56,579
<b>17</b>	\$35,432	\$57,960	\$64,222	\$71,191	\$57,383
<b>18</b>	\$35,882	\$58,785	\$65,122	\$72,191	\$58,187
<b>19</b>	\$36,332	\$59,610	\$66,022	\$73,191	\$58,991
<b>20</b>	\$36,782	\$60,435	\$66,922	\$74,191	\$59,795
<b>21</b>	\$37,232	\$61,260	\$67,822	\$75,191	\$60,599
<b>22</b>	\$37,682	\$62,085	\$68,722	\$76,191	\$61,403
<b>23</b>	\$38,132	\$62,910	\$69,622	\$77,191	\$62,207
<b>24</b>	\$38,582	\$63,735	\$70,522	\$78,191	\$63,011
<b>25</b>	\$39,032	\$64,560	\$71,422	\$79,191	\$63,815
<b>26</b>	\$39,482	\$65,385	\$72,322	\$80,191	\$64,619
<b>27</b>	\$39,932	\$66,210	\$73,222	\$81,191	\$65,423
<b>28</b>	\$40,382	\$67,035	\$74,122	\$82,191	\$66,227
<b>29</b>	\$40,832	\$67,860	\$75,022	\$83,191	\$67,031
<b>30</b>	\$41,282	\$68,685	\$75,922	\$84,191	\$67,835
<b>LANE</b>	<b>SOA10</b>	<b>SOA11</b>	<b>SOA14</b>	<b>SOA15</b>	<b>SOA16</b>

**SUPERINTENDENT  
CLERICAL STAFF**

<b>STEP</b>	<b>Executive Assistant 9M 196 Days</b>	<b>Executive Assistant 12M 250 Days</b>
0	\$23,186	\$31,164
1	\$23,591	\$31,708
2	\$23,996	\$32,253
3	\$24,401	\$32,797
4	\$24,806	\$33,341
5	\$25,211	\$33,886
6	\$25,616	\$34,430
7	\$26,021	\$34,974
8	\$26,426	\$35,519
9	\$26,831	\$36,063
10	\$27,236	\$36,607
11	\$27,641	\$37,152
12	\$28,046	\$37,696
13	\$28,451	\$38,241
14	\$28,856	\$38,785
15	\$29,261	\$39,329
16	\$29,666	\$39,874
17	\$30,071	\$40,418
18	\$30,476	\$40,962
19	\$30,881	\$41,507
20	\$31,286	\$42,051
21	\$31,691	\$42,595
22	\$32,096	\$43,140
23	\$32,501	\$43,684
24	\$32,906	\$44,228
25	\$33,311	\$44,773
26	\$33,716	\$45,317
27	\$34,121	\$45,861
28	\$34,526	\$46,406
29	\$34,931	\$46,950
30	\$35,336	\$47,495
LANE	<b>SEA9</b>	<b>SEA12</b>

**SCH SAFETY  
SPECIALIST**

<b>STEP</b>	<b>School Safety Specialist 12M 250 DAYS</b>
0	\$41,500
1	\$42,500
2	\$43,500
3	\$44,500
4	\$45,500
5	\$46,500
6	\$47,500
7	\$48,500
8	\$49,500
9	\$50,500
10	\$51,500
11	\$52,500
12	\$53,500
13	\$54,500
14	\$55,500
15	\$56,500
16	\$57,500
17	\$58,500
18	\$59,500
19	\$60,500
20	\$61,500
21	\$62,500
22	\$63,500
23	\$64,500
24	\$65,500
25	\$66,500
26	\$67,500
27	\$68,500
28	\$69,500
29	\$70,500
30	\$71,500
LANE	<b>SSS-1</b>

STEP	Receptionist 9M 186 Days	Receptionist 10M 196 Days	Receptionist 11M 225 Days	Clerical Asst 10M 196 Days	Sec/Bkpr 10.5M 207 Days	Sec/Bkpr 11M 225 Days	Lead Instructor/ Attendance 10M 196 Days
0	\$16,936	\$17,847	\$20,487	\$18,750	\$19,802	\$21,524	\$18,901
1	\$17,221	\$18,147	\$20,832	\$19,070	\$20,140	\$21,892	\$19,217
2	\$17,506	\$18,447	\$21,177	\$19,390	\$20,478	\$22,259	\$19,533
3	\$17,791	\$18,748	\$21,522	\$19,710	\$20,816	\$22,626	\$19,849
4	\$18,076	\$19,048	\$21,866	\$20,030	\$21,154	\$22,994	\$20,165
5	\$18,361	\$19,348	\$22,211	\$20,350	\$21,492	\$23,361	\$20,481
6	\$18,646	\$19,649	\$22,556	\$20,670	\$21,830	\$23,728	\$20,797
7	\$18,931	\$19,949	\$22,901	\$20,990	\$22,168	\$24,096	\$21,113
8	\$19,216	\$20,249	\$23,245	\$21,310	\$22,506	\$24,463	\$21,430
9	\$19,501	\$20,550	\$23,590	\$21,630	\$22,844	\$24,830	\$21,746
10	\$19,786	\$20,850	\$23,935	\$21,950	\$23,182	\$25,198	\$22,062
11	\$20,071	\$21,150	\$24,280	\$22,270	\$23,520	\$25,565	\$22,378
12	\$20,356	\$21,451	\$24,625	\$22,590	\$23,858	\$25,932	\$22,694
13	\$20,641	\$21,751	\$24,969	\$22,910	\$24,196	\$26,300	\$23,010
14	\$20,926	\$22,051	\$25,314	\$23,230	\$24,534	\$26,667	\$23,326
15	\$21,211	\$22,352	\$25,659	\$23,550	\$24,872	\$27,034	\$23,642
16	\$21,496	\$22,652	\$26,004	\$23,870	\$25,209	\$27,402	\$23,959
17	\$21,781	\$22,952	\$26,348	\$24,190	\$25,547	\$27,769	\$24,275
18	\$22,066	\$23,253	\$26,693	\$24,510	\$25,885	\$28,137	\$24,591
19	\$22,351	\$23,553	\$27,038	\$24,830	\$26,223	\$28,504	\$24,907
20	\$22,636	\$23,853	\$27,383	\$25,150	\$26,561	\$28,871	\$25,223
21	\$22,921	\$24,154	\$27,727	\$25,470	\$26,899	\$29,239	\$25,539
22	\$23,206	\$24,454	\$28,072	\$25,790	\$27,237	\$29,606	\$25,855
23	\$23,491	\$24,754	\$28,417	\$26,110	\$27,575	\$29,973	\$26,172
24	\$23,776	\$25,055	\$28,762	\$26,430	\$27,913	\$30,341	\$26,488
25	\$24,061	\$25,355	\$29,106	\$26,750	\$28,251	\$30,708	\$26,804
26	\$24,346	\$25,655	\$29,451	\$27,070	\$28,589	\$31,075	\$27,120
27	\$24,631	\$25,955	\$29,796	\$27,390	\$28,927	\$31,443	\$27,436
28	\$24,916	\$26,256	\$30,141	\$27,710	\$29,265	\$31,810	\$27,752
29	\$25,201	\$26,556	\$30,485	\$28,030	\$29,603	\$32,177	\$28,068
30	\$25,486	\$26,856	\$30,830	\$28,350	\$29,941	\$32,545	\$28,384
LANE	REC-1	REC-2	REC-4	SCLE0	SCLE1	SCLE2	TCHA7

<b>STEP</b>	<b>Migrant Recruiter 9M 186 Days</b>
<b>0</b>	\$20,613
<b>1</b>	\$20,968
<b>2</b>	\$21,324
<b>3</b>	\$21,679
<b>4</b>	\$22,035
<b>5</b>	\$22,390
<b>6</b>	\$22,745
<b>7</b>	\$23,101
<b>8</b>	\$23,456
<b>9</b>	\$23,812
<b>10</b>	\$24,167
<b>11</b>	\$24,523
<b>12</b>	\$24,878
<b>13</b>	\$25,234
<b>14</b>	\$25,589
<b>15</b>	\$25,945
<b>16</b>	\$26,300
<b>17</b>	\$26,656
<b>18</b>	\$27,011
<b>19</b>	\$27,367
<b>20</b>	\$27,722
<b>21</b>	\$28,077
<b>22</b>	\$28,433
<b>23</b>	\$28,788
<b>24</b>	\$29,144
<b>25</b>	\$29,499
<b>26</b>	\$29,855
<b>27</b>	\$30,210
<b>28</b>	\$30,566
<b>29</b>	\$30,921
<b>30</b>	\$31,277
<b>LANE</b>	<b>MIGR</b>

<b>STEP</b>	<b>Asmt Resource Operator 10M 207 Days</b>
<b>0</b>	\$27,248
<b>1</b>	\$27,688
<b>2</b>	\$28,128
<b>3</b>	\$28,569
<b>4</b>	\$29,008
<b>5</b>	\$29,449
<b>6</b>	\$29,889
<b>7</b>	\$30,330
<b>8</b>	\$30,769
<b>9</b>	\$31,210
<b>10</b>	\$31,650
<b>11</b>	\$32,090
<b>12</b>	\$32,531
<b>13</b>	\$32,971
<b>14</b>	\$33,412
<b>15</b>	\$33,851
<b>16</b>	\$34,292
<b>17</b>	\$34,732
<b>18</b>	\$35,172
<b>19</b>	\$35,612
<b>20</b>	\$36,053
<b>21</b>	\$36,493
<b>22</b>	\$36,933
<b>23</b>	\$37,374
<b>24</b>	\$37,814
<b>25</b>	\$38,254
<b>26</b>	\$38,694
<b>27</b>	\$39,135
<b>28</b>	\$39,575
<b>29</b>	\$40,015
<b>30</b>	\$40,455
<b>LANE</b>	<b>ARO-1</b>

STEP	Dist Sec/ HR & FIN Acct Clerk 12M <b>250 Days</b>	Finance Officer 12M <b>250 Days</b>	Dist Sec/ HR & FIN Acct Clerk 11M <b>225 Days</b>	Dist Sec/ Recept 11M <b>225 Days</b>	Dist Sec/ Recept 12M <b>250 Days</b>	Dist Sec/ Bkpr 11M <b>225 Days</b>	Dist Sec/ Bkpr 12M <b>250 Days</b>	Dist Sec/ Recept 11M <b>225 Days</b>
0	\$30,293	\$40,094	\$27,264	\$24,935	\$27,705	\$25,935	\$28,816	\$22,164
1	\$30,816	\$40,904	\$27,735	\$25,365	\$28,183	\$26,385	\$29,316	\$22,546
2	\$31,339	\$41,714	\$28,205	\$25,795	\$28,661	\$26,835	\$29,816	\$22,928
3	\$31,862	\$42,524	\$28,676	\$26,225	\$29,138	\$27,285	\$30,316	\$23,311
4	\$32,385	\$43,334	\$29,147	\$26,655	\$29,616	\$27,735	\$30,816	\$23,693
5	\$32,908	\$44,144	\$29,617	\$27,085	\$30,094	\$28,185	\$31,316	\$24,075
6	\$33,431	\$44,954	\$30,088	\$27,515	\$30,572	\$28,635	\$31,816	\$24,457
7	\$33,954	\$45,764	\$30,559	\$27,945	\$31,050	\$29,085	\$32,316	\$24,839
8	\$34,477	\$46,574	\$31,029	\$28,375	\$31,527	\$29,535	\$32,816	\$25,222
9	\$35,000	\$47,384	\$31,500	\$28,805	\$32,005	\$29,985	\$33,316	\$25,604
10	\$35,523	\$48,194	\$31,971	\$29,235	\$32,483	\$30,435	\$33,816	\$25,986
11	\$36,046	\$49,004	\$32,441	\$29,665	\$32,961	\$30,885	\$34,316	\$26,368
12	\$36,568	\$49,814	\$32,912	\$30,095	\$33,438	\$31,335	\$34,816	\$26,751
13	\$37,091	\$50,624	\$33,383	\$30,525	\$33,916	\$31,785	\$35,316	\$27,133
14	\$37,614	\$51,434	\$33,853	\$30,955	\$34,394	\$32,235	\$35,816	\$27,515
15	\$38,137	\$52,244	\$34,324	\$31,385	\$34,872	\$32,685	\$36,316	\$27,897
16	\$38,660	\$53,054	\$34,795	\$31,815	\$35,350	\$33,135	\$36,816	\$28,279
17	\$39,183	\$53,864	\$35,265	\$32,245	\$35,827	\$33,585	\$37,316	\$28,662
18	\$39,706	\$54,674	\$35,736	\$32,675	\$36,305	\$34,035	\$37,816	\$29,044
19	\$40,229	\$55,484	\$36,207	\$33,105	\$36,783	\$34,485	\$38,316	\$29,426
20	\$40,752	\$56,294	\$36,677	\$33,535	\$37,261	\$34,935	\$38,816	\$29,808
21	\$41,275	\$57,104	\$37,148	\$33,965	\$37,738	\$35,385	\$39,316	\$30,191
22	\$41,798	\$57,914	\$37,619	\$34,395	\$38,216	\$35,835	\$39,816	\$30,573
23	\$42,321	\$58,724	\$38,089	\$34,825	\$38,694	\$36,285	\$40,316	\$30,955
24	\$42,844	\$59,534	\$38,560	\$35,255	\$39,172	\$36,735	\$40,816	\$31,337
25	\$43,367	\$60,344	\$39,031	\$35,685	\$39,650	\$37,185	\$41,316	\$31,719
26	\$43,890	\$61,154	\$39,501	\$36,115	\$40,127	\$37,635	\$41,816	\$32,102
27	\$44,413	\$61,964	\$39,972	\$36,545	\$40,605	\$38,085	\$42,316	\$32,484
28	\$44,936	\$62,774	\$40,443	\$36,975	\$41,083	\$38,535	\$42,816	\$32,866
29	\$45,459	\$63,584	\$40,913	\$37,405	\$41,561	\$38,985	\$43,316	\$33,248
30	\$45,982	\$64,394	\$41,384	\$37,835	\$42,038	\$39,435	\$43,816	\$33,631
<b>LANE</b>	<b>CLE21</b>	<b>CLE23</b>	<b>CLE24</b>	<b>DCL11</b>	<b>DCL12</b>	<b>DCL13</b>	<b>DCL14</b>	<b>DCL16</b>

STEP	Para 9M 186 Days	Para 10M 196 Days	Para 10.5M 207 Days	Para 11M 225 Days	Para 12M 250 Days	Teacher Asst 9M 186 Days
0	\$16,936	\$17,847	\$18,848	\$20,487	\$22,763	\$17,936
1	\$17,221	\$18,147	\$19,165	\$20,832	\$23,146	\$18,236
2	\$17,506	\$18,447	\$19,483	\$21,177	\$23,529	\$18,536
3	\$17,791	\$18,748	\$19,800	\$21,522	\$23,913	\$18,836
4	\$18,076	\$19,048	\$20,117	\$21,866	\$24,296	\$19,136
5	\$18,361	\$19,348	\$20,434	\$22,211	\$24,679	\$19,436
6	\$18,646	\$19,649	\$20,751	\$22,556	\$25,062	\$19,736
7	\$18,931	\$19,949	\$21,068	\$22,901	\$25,445	\$20,036
8	\$19,216	\$20,249	\$21,386	\$23,245	\$25,828	\$20,336
9	\$19,501	\$20,550	\$21,703	\$23,590	\$26,211	\$20,636
10	\$19,786	\$20,850	\$22,020	\$23,935	\$26,594	\$20,936
11	\$20,071	\$21,150	\$22,337	\$24,280	\$26,977	\$21,236
12	\$20,356	\$21,451	\$22,654	\$24,625	\$27,360	\$21,536
13	\$20,641	\$21,751	\$22,972	\$24,969	\$27,743	\$21,836
14	\$20,926	\$22,051	\$23,289	\$25,314	\$28,126	\$22,136
15	\$21,211	\$22,352	\$23,606	\$25,659	\$28,509	\$22,436
16	\$21,496	\$22,652	\$23,923	\$26,004	\$28,892	\$22,736
17	\$21,781	\$22,952	\$24,240	\$26,348	\$29,275	\$23,036
18	\$22,066	\$23,253	\$24,557	\$26,693	\$29,659	\$23,336
19	\$22,351	\$23,553	\$24,875	\$27,038	\$30,042	\$23,636
20	\$22,636	\$23,853	\$25,192	\$27,383	\$30,425	\$23,936
21	\$22,921	\$24,154	\$25,509	\$27,727	\$30,808	\$24,236
22	\$23,206	\$24,454	\$25,826	\$28,072	\$31,191	\$24,536
23	\$23,491	\$24,754	\$26,143	\$28,417	\$31,574	\$24,836
24	\$23,776	\$25,055	\$26,460	\$28,762	\$31,957	\$25,136
25	\$24,061	\$25,355	\$26,778	\$29,106	\$32,340	\$25,436
26	\$24,346	\$25,655	\$27,095	\$29,451	\$32,723	\$25,736
27	\$24,631	\$25,955	\$27,412	\$29,796	\$33,106	\$26,036
28	\$24,916	\$26,256	\$27,728	\$30,141	\$33,489	\$26,336
29	\$25,201	\$26,556	\$28,045	\$30,485	\$33,872	\$26,636
30	\$25,486	\$26,856	\$28,362	\$30,830	\$34,255	\$26,936
LANE	PAR-1	PAR-2	PAR-3	PAR-4	PAR-5	TCHA6

<b>STEP</b>	<b>FS Asst 6.5 Hr Day 10M 192 Days</b>	<b>FS Asst Manager 6.5 Hr Day 10M 192 Days</b>	<b>FS Manager 7.5 Hr Day 10M 196 Days</b>	<b>FS Nutritionist 7.5 Hr Day 11M 225 Days</b>
0	\$13,411	\$14,161	\$20,750	\$29,185
1	\$13,639	\$14,389	\$21,110	\$29,695
2	\$13,866	\$14,616	\$21,470	\$30,205
3	\$14,094	\$14,844	\$21,830	\$30,715
4	\$14,321	\$15,071	\$22,190	\$31,225
5	\$14,549	\$15,299	\$22,550	\$31,735
6	\$14,776	\$15,526	\$22,910	\$32,245
7	\$15,004	\$15,754	\$23,270	\$32,755
8	\$15,231	\$15,981	\$23,630	\$33,265
9	\$15,459	\$16,209	\$23,990	\$33,775
10	\$15,686	\$16,436	\$24,350	\$34,285
11	\$15,914	\$16,664	\$24,710	\$34,795
12	\$16,141	\$16,891	\$25,070	\$35,305
13	\$16,369	\$17,119	\$25,430	\$35,815
14	\$16,596	\$17,346	\$25,790	\$36,325
15	\$16,824	\$17,574	\$26,150	\$36,835
16	\$17,051	\$17,801	\$26,510	\$37,345
17	\$17,279	\$18,029	\$26,870	\$37,855
18	\$17,506	\$18,256	\$27,230	\$38,365
19	\$17,734	\$18,484	\$27,590	\$38,875
20	\$17,961	\$18,711	\$27,950	\$39,385
21	\$18,189	\$18,939	\$28,310	\$39,895
22	\$18,416	\$19,166	\$28,670	\$40,405
23	\$18,644	\$19,394	\$29,030	\$40,915
24	\$18,871	\$19,621	\$29,390	\$41,425
25	\$19,099	\$19,849	\$29,750	\$41,935
26	\$19,326	\$20,076	\$30,110	\$42,445
27	\$19,554	\$20,304	\$30,470	\$42,955
28	\$19,781	\$20,531	\$30,830	\$43,465
29	\$20,009	\$20,759	\$31,190	\$43,975
30	\$20,236	\$20,986	\$31,550	\$44,485
<b>LANE</b>	<b>FSA-3</b>	<b>FSA-4</b>	<b>FSM-4</b>	<b>FSN-1</b>

<b>STEP</b>	<b>Bus Driver 6 Hr Day 9M</b>	<b>Bus Dispatcher/ Bus Para 7.5 Hr Day 9M</b>	<b>Bus Para 6 Hr Day 9M</b>
<b>186 Days</b>	<b>186 Days</b>	<b>186 Days</b>	
0	\$19,199	\$19,936	\$15,949
1	\$19,554	\$20,281	\$16,225
2	\$19,909	\$20,626	\$16,501
3	\$20,264	\$20,971	\$16,777
4	\$20,619	\$21,316	\$17,053
5	\$20,974	\$21,661	\$17,329
6	\$21,329	\$22,006	\$17,605
7	\$21,684	\$22,351	\$17,881
8	\$22,039	\$22,696	\$18,157
9	\$22,394	\$23,041	\$18,433
10	\$22,749	\$23,386	\$18,709
11	\$23,104	\$23,731	\$18,985
12	\$23,459	\$24,076	\$19,261
13	\$23,814	\$24,421	\$19,537
14	\$24,169	\$24,766	\$19,813
15	\$24,524	\$25,111	\$20,089
16	\$24,879	\$25,456	\$20,365
17	\$25,234	\$25,801	\$20,641
18	\$25,589	\$26,146	\$20,917
19	\$25,944	\$26,491	\$21,193
20	\$26,299	\$26,836	\$21,469
21	\$26,654	\$27,181	\$21,745
22	\$27,009	\$27,526	\$22,021
23	\$27,364	\$27,871	\$22,297
24	\$27,719	\$28,216	\$22,573
25	\$28,074	\$28,561	\$22,849
26	\$28,429	\$28,906	\$23,125
27	\$28,784	\$29,251	\$23,401
28	\$29,139	\$29,596	\$23,677
29	\$29,494	\$29,941	\$23,953
30	\$29,849	\$30,286	\$24,229
<b>LANE</b>	<b>BUS-1</b>	<b>BUS-3</b>	<b>BUS-4</b>

STEP	Custodian/ Maint Asst 11M 225 Days	Head Custodian/ Graphic Asst 11M 225 Days	Graphic Spec 11M 225 Days	Maint Spec 11M 225 Days	Mechanic/ Maint Spec 12M 250 Days	Chief Mechanic 12M 250 Days
0	\$23,185	\$25,935	\$32,685	\$32,185	\$35,761	\$37,344
1	\$23,585	\$26,385	\$33,260	\$32,750	\$36,388	\$37,999
2	\$23,985	\$26,835	\$33,835	\$33,315	\$37,016	\$38,654
3	\$24,385	\$27,285	\$34,410	\$33,880	\$37,644	\$39,309
4	\$24,785	\$27,735	\$34,985	\$34,445	\$38,272	\$39,964
5	\$25,185	\$28,185	\$35,560	\$35,010	\$38,900	\$40,619
6	\$25,585	\$28,635	\$36,135	\$35,575	\$39,527	\$41,274
7	\$25,985	\$29,085	\$36,710	\$36,140	\$40,155	\$41,929
8	\$26,385	\$29,535	\$37,285	\$36,705	\$40,783	\$42,584
9	\$26,785	\$29,985	\$37,860	\$37,270	\$41,411	\$43,239
10	\$27,185	\$30,435	\$38,435	\$37,835	\$42,038	\$43,894
11	\$27,585	\$30,885	\$39,010	\$38,400	\$42,666	\$44,549
12	\$27,985	\$31,335	\$39,585	\$38,965	\$43,294	\$45,204
13	\$28,385	\$31,785	\$40,160	\$39,530	\$43,922	\$45,859
14	\$28,785	\$32,235	\$40,735	\$40,095	\$44,550	\$46,514
15	\$29,185	\$32,685	\$41,310	\$40,660	\$45,177	\$47,169
16	\$29,585	\$33,135	\$41,885	\$41,225	\$45,805	\$47,824
17	\$29,985	\$33,585	\$42,460	\$41,790	\$46,433	\$48,479
18	\$30,385	\$34,035	\$43,035	\$42,355	\$47,061	\$49,134
19	\$30,785	\$34,485	\$43,610	\$42,920	\$47,688	\$49,789
20	\$31,185	\$34,935	\$44,185	\$43,485	\$48,316	\$50,444
21	\$31,585	\$35,385	\$44,760	\$44,050	\$48,944	\$51,099
22	\$31,985	\$35,835	\$45,335	\$44,615	\$49,572	\$51,754
23	\$32,385	\$36,285	\$45,910	\$45,180	\$50,200	\$52,409
24	\$32,785	\$36,735	\$46,485	\$45,745	\$50,827	\$53,064
25	\$33,185	\$37,185	\$47,060	\$46,310	\$51,455	\$53,719
26	\$33,585	\$37,635	\$47,635	\$46,875	\$52,083	\$54,374
27	\$33,985	\$38,085	\$48,210	\$47,440	\$52,711	\$55,029
28	\$34,385	\$38,535	\$48,785	\$48,005	\$53,338	\$55,684
29	\$34,785	\$38,985	\$49,360	\$48,570	\$53,966	\$56,339
30	\$35,185	\$39,435	\$49,935	\$49,135	\$54,594	\$56,994
LANE	MAIN1	MAIN3	MAIN5	MAN10	MAN11	MAN12

**DIFFERENTIATED PAY – INSTRUCTIONAL, SCHOOL LEVEL ADMINISTRATORS AND SUPPORT STAFF****Section 1      Additional Responsibility:****A) ACADEMIC SUPPLEMENTS**

Amount	Pay Code	Description
\$3838	A1400	DHS Band Director
\$2268	C1900	DHS FFA Sponsor (2)
\$1917	E1400	DHS Assistant Band Director
\$1395	H2000	DHS Yearbook Sponsor
\$1395	H2100	DHS Newspaper Sponsor
\$1307	H2200	DHS Academic Team Sponsor (2)
\$2268	H3200	DHS ROTC Instructor
\$1307	I1700	DHS Chorus Director
\$1307	I1800	DHS Credit Retrieval Sponsor
\$1307	I1900	DHS Credit SADD Sponsor
\$1395	J1700	DHS Drama Sponsor
\$1747	J1900	DMS FFA Sponsor
\$698	J2600	DHS Student Council Sponsor (2)
\$874	J3700	DMS Music Director
\$874	J3800	DMS Accelerator Reading Program
\$698	K1400	DMS Band Director
\$698	K1700	DMS Chorus Director
\$1395	K2400	DHS FBLA Sponsor
\$1395	K2500	DHS HOSA Sponsor
\$698	K2600	DMS Student Council Sponsor (2)
\$750	K2800	DMS Academic Team Sponsor
\$698	K2700	DHS Pedigree Sponsor
\$874	K3400	District Science Fair Assistant (7) reduce 2 at DHS
\$521	L2000	DMS Yearbook Sponsor
\$521	L2100	DHS Newspaper Correspondent
\$521	L2200	District Peer Teachers
\$521	L2800	DHS Art Club Sponsor
\$698	L2900	Department Heads
\$698	L3000	Grade Level Chairpersons
\$521	L3200	DMS Newspaper Sponsor
\$521	L3300	DHS Honor Society
\$521	L3300	DMS Honor Society (3)
\$521	L3400	DHS Foreign Language Club Sponsor
\$521	L3500	DHS Mu Alpha Theta Sponsor
\$521	LTDMS	DMS Team Leaders (9)
\$474	M1400	Elementary Band/Chorus Sponsor (3)
\$474	M1500	Elementary Art Sponsor (3)

**B) NON-ACADEMIC SUPPLEMENTS**

Amount	Category	Pay Code	Description
\$3,838	A	A0200	DHS Head Football Coach
\$3,137	B	B0400	DHS Head Basketball Coach (2-B/G)
		B0600	DHS Head Boys' Baseball Coach
		B0300	DHS Head Girls' Softball Coach
		B0500	DHS Head Girls' Volley Ball Coach
		B0700	DHS Head Soccer Coach (2-B/G)
\$2,268	C	C0800	DHS Head Track Coach (2-B/G)
		C0100	DMS Athletic Director
		C3200	ROTC (2)
\$2,092	D	D0201	DHS Asst Football Coach (8)
		D0200	DMS Head Football Coach
\$1,917	E	E0100	DHS Athletic Director (2)
		E0401	DHS Asst Basketball Coach (2-B/1-G)
		E0301	DHS Asst Girls' Softball Coach (2)
		E0501	DHS Asst Girls' Volleyball Coach (2)
		E0601	DHS Asst Boys' Baseball Coach (2)
		E0701	DHS Asst Soccer Coach (2-B/G)
\$1,743	F	F1200	DHS Varsity Cheerleader Sponsor
		F0800	DHS Head Cross Country Coach (2-B/G)
		F0801	DHS Asst Track Coach (2B/G)
		F1000	DHS Head Golf Coach (2-B/G)
		F0900	DHS Head Tennis Coach (2-B/G)
		F1100	DHS Weightlifting Coach (2-B/G)
\$1,481	G	G1300	Junior Class Sponsor
		G1300	Senior Class Sponsor
		G0400	DMS Head Basketball Coach (2-B/G)
		G0300	DMS Girls Softball Coach
		G0500	DMS Volleyball Coach
		G0700	DMS Head Soccer Coach (2-B/G)
		G1200	DMS Cheerleading Sponsor (Head)
\$1,307	I	I0501	DHS 9th Grade Volleyball Coach
\$874	J	J0301	DHS Asst Girls' JV Softball Coach
		J0400	DHS Freshman Basketball Coach (2-B/G)
		J0601	DHS Asst JV Boys' Baseball Coach
		J0801	DHS Asst Cross Country Coach (2-B/G)
		J1200	DHS JV Cheerleader Sponsor
		J1300	DHS Freshman Class Sponsor
		J1301	DHS Sophomore Class Sponsor
		J1400	DHS Piano Accompanist
		J1500	DHS Majorette Sponsor
		J1600	DHS Percussion Sponsor
		J0201	DMS Asst Football Coach
		J0301	DMS Asst Softball Coach
		J0401	DMS Asst Basketball Coach (2-B/G)
		J0501	DMS Asst Volleyball

**NON ACADEMIC SUPPLEMENTS Continued**

Amount	Category	Pay Code	Description
\$874	J	J0701	DMS Asst Soccer Coach (2-B/G)
		J1203	DMS Cheerleading Asst. Sponsor
		J2600	DHS Student Council Sponsor (2)
\$823	J1	K2600	DMS Student Council (2)
\$698	K	L3300	DHS Honor Society
\$521	L	L3400	DHS Foreign Language Club Sponsor
		L3500	DHS Mu Alpha Theta Sponsor
		L3300	DMS Newspaper Sponsor
		L3200	DMS Honor Society (3)

## TEMPORARY EMPLOYMENT

## Section 1      **Temporary Position:**

- Position will not exist beyond six (6) consecutive months and will work less than 30 hours per week.
- Position does not offer insurance or retirement benefits.

## Section 2      **Established Part-Time Position:**

- Position will exist beyond six (6) consecutive months.
- Individuals hired will be eligible for insurance benefits based on ACA requirements and retirement benefits.
- Administrators will make every effort to fill temporary teaching positions with certified teachers. Vacant teaching positions will continue to be advertised until each position is filled by a certified teacher.

### **Section 3      Rates for Other Employment (Effective for July 1, 2018):**

## Hourly Rates – Part-time

\*Includes High School Students

## Extra Hours – Full Time

- Stipend paid for Lunchroom Duty \$1740 per year paid in 2 increments.
- The rate of pay for any extra hourly jobs, to be paid to a contracted employee, unless otherwise specified, will be based on their contracted salary plus any educational supplements unless position has a specific rate of pay due to grant funding.

**Temporary employment compensation not covered in Sections 1-3 above shall require the approval of the Superintendent of Schools.**

## PAYROLL CALENDAR

### Section 1 Payroll Processing and Distribution Date:

#### PAY DATES 2018-2019

07/13/18	First Pay "B & S" Personnel
07/26/18	Regular Pay "B & S"; First Pay "D" Personnel
08/10/18	Regular Pay "B, S, D"; First Pay "C" Personnel
08/17/18	First Pay "E, H, T, K, G" Personnel
08/24/18	Regular Pay Day All Personnel
09/07/18	Regular Pay Day
09/24/18	Regular Pay Day
10/05/18	Regular Pay Day
10/19/18	Regular Pay Day
11/02/18	Regular Pay Day
11/16/18	Regular Pay Day
11/30/18	Regular Pay Day (no deductions)
12/14/18	Regular Pay Day
12/28/18	Regular Pay Day
01/11/19	Regular Pay Day
01/25/19	Regular Pay Day
02/08/19	Regular Pay Day
02/22/19	Regular Pay Day
03/08/19	Regular Pay Day
03/22/19	Regular Pay Day
04/05/19	Regular Pay Day
04/18/19	Regular Pay Day
05/03/19	Regular Pay Day
05/17/19	Regular Pay Day
05/30/19	Final Pay "H & T" Personnel
05/31/19	Final Pay "E, G, & K" Personnel
05/31/19	Regular Pay Day (no deductions)
06/04/19	Final Pay "C" Personnel
06/12/19	Final Pay "D" Personnel
06/14/19	Regular Pay
06/28/19	Final Pay "B & S" Personnel